

ABSTRAK

Peningkatan *Job Performance* karyawan pada era globalisasi saat ini menjadi salah satu fokus penting bagi perusahaan untuk dapat bersaing dan mempertahankan posisi sebagai pemimpin pasar. Terdapat dua variabel yang dapat mempengaruhi *Job Performance* yaitu *Performance Based Pay* dan *Procedural Justice*, apabila *Performance Based Pay* dan *Procedural Justice* tinggi maka akan berdampak pada *Job Performance* yang akan meningkat. Disamping itu juga efek moderasi *Procedural Justice* digunakan untuk dapat memperkuat atau memperlemah hubungan antara *performance based pay* terhadap *job performance*.

Penelitian ini dilakukan pada karyawan departemen marketing PT Astra Graphia Tbk. Cabang Surabaya. Penelitian ini bertujuan untuk mengetahui pengaruh *performance based pay* dan *procedural justice* terhadap *job performance* dan melihat efek moderasi *procedural justice*. Penelitian ini menggunakan pendekatan kuantitatif dengan responden karyawan departemen marketing PT Astra Graphia Tbk. Cabang Surabaya, yaitu sebanyak 80 sampel dengan menggunakan metode sensus. Teknik analisis yang digunakan dalam penelitian ini adalah teknik analisis *Partial Least Square* (PLS)

Hasil pada penelitian ini menunjukkan bahwa *performance based pay* dan *procedural justice* berpengaruh positif dan signifikan terhadap dimensi dari *job performance* yaitu *task performance*, sedangkan efek moderasi *procedural justice* berpengaruh tidak signifikan terhadap hubungan *performance based pay* dengan *job performance* pada karyawan departemen marketing PT Astra Graphia Tbk. Cabang Surabaya.

Kata Kunci : *Performance Based Pay, Procedural Justice, Job Performance, Task Performance, Contextual Performance.*

ABSTRACT

The enhancements of Job Performance for the employee in globalization era become one of the important focuses for a company to compete and maintain their position as market leader. Performance Based Pay and Procedural Justice are two variables that can influence Job Performance, if Performance Based Pay and Procedural Justice are high, it will enhance Job Performance. Besides that, the moderate effect of Procedural Justice used for strengthens or weaken the relation between Performance Based Pay to Job Performance.

This research performed on marketing department employee of PT Astra Graphia Tbk. Surabaya Branch. The purpose of this research is to know the influence of Performance Based Pay and Procedural Justice to Job Performance and to see the moderate effect of Procedural Justice. This research use quantitative approach. The respondents are 80 sample of marketing department employee in PT Astra Graphia Tbk. Surabaya Branch, with using census method. Analysis techniques used in this research are Partial Least Square (PLS).

The result in this research show that Performance Based Pay and Procedural Justice have the positive influence and signified to the dimension from Job Performance that is task and contextual performance, while the moderate effect of Procedural Justice weaken the relation from Performance Based Pay to task and contextual performance on marketing department employee of PT Astra Graphia Tbk. Surabaya Branch.

Keywords : *Performance Based Pay, Procedural Justice, Job Performance, Task Performance, Contextual Performance.*